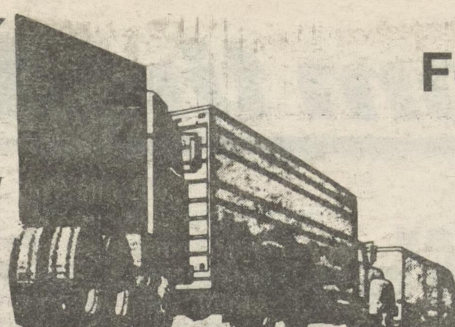
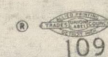




CONVOY DISPATCH



February 1988
#76



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

NMFA Talks Begin

Employers Want More of Same 1985 Concessions Haunt Bargaining Who's Negotiating For Your Boss?

The trucking employers have submitted their demands to our union negotiators and nobody should be surprised to learn that they want "more of the same." The big carriers, represented by Trucking Management, Inc. (TMI) in the bargaining for a new National Master Freight Agreement, opened negotiations saying they are happy with their 1985 gifts and want a few more like them.

TMI and the International Union exchanged demands Jan. 14. Although the union refused to provide the TMI documents to most members of our negotiating committee, TDU obtained them to give Teamsters a view of the situation and what we can do about it.

In 1985 the union gave TMI the "70% clause." Now the employers want it to take a little longer to reach 100%. In '85 TMI got a two-tier casual rate for hourly employees. Now they want it on the road. (TDU fought to defeat this scheme in the East and South.) In '85 the union failed to deal with double breasting and the diversion of road work to brokers and rails. Now TMI wants "substitute service" for road work.

similar demands, but also a 15% pay cut, two fewer holidays, elimination of sick pay, and reduced wages for "non-productive time" (this is already in the Maryland-D.C. and Western Pennsylvania supplements).

Jack Yager, who heads negotiations for the union, has rejected these cuts. RCI knows such drastic cuts are beyond reach—at least this time around—but hopes to get more two-tier clauses in the deal. In 1985, RCI ended up bargaining with TMI before negotiations ended.

How Do We Protect Ourselves?

Not much of this is really new. TMI, representing the "Big Three" and other large carriers, has enjoyed the generous gifts received in the '85 contract and now is hungry to extend those concessions.

It's up to rank and file Teamsters to demand the return of those giveaways, new protections for jobs, an end to two-tier clauses and no more concessions at all. Rank and file unity can make it happen. In 1985 the contract was barely ratified, even with Presser

Just as in 1985, Teamster freight members have many questions about who is negotiating for whom, and whether their company will be included in the National Master Freight Agreement. And just as in 1985, there are separate employer groups bargaining for a new NMFA: Trucking Management, Inc. (TMI), Motor Carrier Labor Advisory Council (MCLAC) and Regional Carriers, Inc. (RCI).

The union has presented the same bargaining proposals to all the groups, with the strategy of bringing all of them into line. But there is a different twist to this year's negotiations. PIE, ANR, Pilot and Transcon have withdrawn from TMI and expressed their intentions to bargain separate contracts. With an intelligent strategy, the union can use the friction and disunity among the freight employers to our advantage and keep a strong national agreement intact.

Employer Bargaining Groups

Trucking Management, Inc. represents some 34 carriers employing about 100,000 Teamsters, about half the workers in the NMFA. Included in TMI are most of the large carriers: CF, Roadway, Yellow, American Freight, Preston, ABF, Carolina, Churchill, APA, New Penn, Holland, Red Star and St. Johnsbury. The rest of the TMI carriers are smaller. It is interesting to note that some corporations have split off some of their subsidiary operations. For example, CF is a member of TMI, but Conway East is not (Conway Central, West and South are non-union). Sun Carriers, the parent firm of St. Johnsbury and Jones Truck Line, will apparently be sitting at two negotiating tables.

Regional Carriers, Inc., and Motor Carrier Labor Advisory Council represent about 70 corporations employing 40,000 Teamsters, mostly in the East and Midwest. RCI was formed during

the last NMFA negotiations in an attempt to create a separate contract for their mostly regional, short-haul clients. The organization, headed by Hal Franke of OK Trucking, merged with TMI at the end of bargaining in 1985.

RCI has presented a severe concessionary contract proposal to the union negotiating committee. Jack Yager, IBT freight director and co-chair of the negotiating committee, has stated that the union is not prepared to accept wage cuts.

In the West, most "California carriers" and other regional carriers are bargaining separately.

Transcon, PIE, ANR Contest NMFA

Employees at Transcon, PIE, ANR and Pilot are currently under wage cuts brought on by ESOPs, straight wage concessions, or profit-sharing plans. Pilot achieved a separate contract during the last negotiations with a 10% wage reduction in exchange for a job security clause. They hope to continue or expand on this agreement.

Transcon, PIE and ANR are drawing battlelines with the negotiating committee, explicitly challenging the con-

continued on page 6

Now we have to send a united message to our negotiators: We will not ratify a contract that fails to provide jobs, equality and justice in 1988!

In '85 the union failed to get back our Cost-of-Living clause. Now TMI wants it permanently deleted. In '85 some supplements got "four-hour casuals," and the union gave away even more on casuals. Now TMI wants four-hour casuals nationwide. In '85 we lost job-protection clauses in some supplements. Now TMI wants "flexibility" in all supplements.

The employers also want to eliminate dove-tailing in mergers and buy-outs, to limit sick days to hospital time only, "light duty" pay to punish Teamsters injured on the job, and unpaid time for all license and safety meetings, which we are required to attend.

Regional Carriers, Inc.

Regional Carriers, Inc. (RCI), representing some 20 corporations with 15,000 Teamsters and headed by Hal Franke of OK Trucking, is making

denying Teamster casuals the right to vote. (This was subsequently ruled illegal through TDU legal action.) Our brothers and sisters in carhaul and at UPS have since then rejected giveaway contracts by 81% and 53%, respectively.

Now we have to send a united message to our negotiators: We will not ratify a contract that fails to provide jobs, equality and justice in 1988!

TDU is circulating petitions at barns throughout the country in support of the solid union demands that have been placed on the table. But we must keep pressure on our negotiators and use these petitions, TDU contract bulletins, union meetings, barn meetings and every other means at our disposal to pass the word and build solidarity among all freight Teamsters in the coming weeks. We may not get another chance.

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Teamsters for a Democratic Union
P.O. Box 10128
Detroit, Michigan 48210
(313) 842-2600



From the Members

\$9000 Back Pay Buys Nice Coat

I wish to thank the staff of TDU for all the assistance in collecting \$9,024 in back pay in December. I'm talking about the 20% of my wages that Roadway owed me as a casual road driver in Shreveport for two and a half years that my local gave up on. When they were finally forced to pay, they claimed they kept no records on casual employees. I had to come up with the

records back to June 1985.

As a punishment they were not going to re-order my safety award that was stolen enroute by way of truck mail. I was not the only one, everyone who transferred to Cheyenne, Wyo., who had one coming, had their award stolen from a sealed mail bag.

But my message is that for \$9,024 I can buy a much nicer coat! Thanks again to TDU.

Timothy Wisen
Local 307, Roadway
Cheyenne, Wyo.

As I See It

Restoring the American Dream

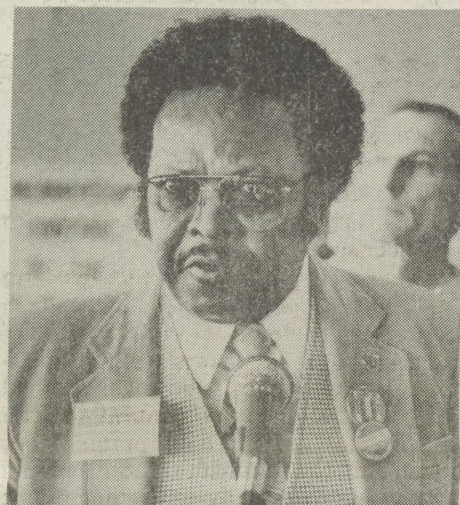
O.L. Pinson
Roadway Express
Trustee, Local 568, Shreveport, La.

The American Dream was about people, not government. It was about people who, for the first time in history, declared that they were above government. It was about the opportunity to achieve success without interference from others. Most of all, the American Dream was about FREEDOM. Where there is no vision the people perish; but he that keepeth the law, happy is he. (Prov. 29:18)

Old men shall dream dreams, young men shall see visions. Every man needs a vision. I am a TDU supporter because "God helps those who help themselves."

TDU Helps All

The Declaration of Independence states that all men are created equal, but says nothing about the right to vote. Our Revolutionary forefathers were not mainly concerned about the right to vote. They would not have dreamed about giving the ballot to women or blacks or people under 21, and they were dubious about granting the vote to people without property. The Colonies had restrictions on



voting based on property, and the framers of the new Constitution were not about to discard them. But it was not all this easy. Powerful 18th-century doctrines of natural rights, both in England and America, held that the franchise must be considered a *basic right of all*. If all people were naturally endowed with reason, on what grounds could some be excluded from the process of self-government?

These doctrines still ring a bell, don't they? Please make a new start in 1988. Help yourself by joining TDU.

Keep Warm with TDU

TDU jackets are well-made and durable. Lined and warm, they display a Teamster patch and American flag on the front, and the TDU "keep on trucking" logo, shown below, on the back.

\$22 each.

Sizes: XL, L, M, S. (Larger sizes available at slightly higher prices.)

I am enclosing \$_____ for:

_____(no.) _____(size) jackets

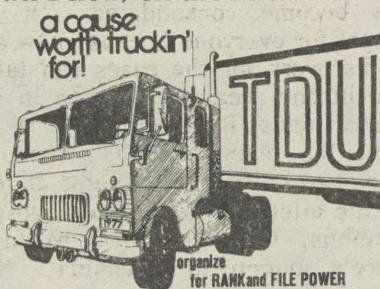
Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Company _____ Phone () _____

Return to: TDU, P.O. Box 10128, Detroit, MI 48210



Pay Out All Retirement Funds

I feel that any moneys paid into the Teamster's retirement fund by an employer for an employee, whether said employee works six months, six years, 60 years, is out of the union for a number of years or never comes back to the union, should be payable to the employee upon retirement age.

Alvin E. Strude
Local 961
Denver, Colo.

CORRECTION

In our last issue (#75) the headlines of two stories on page 10, "Northwest Grievance Panel Keeps UPSers Out of Hearings" and "Oakland Package Car Driver Beats 'Over Dispatch Firing,' were interchanged.

Do you have news, letters, black and white photographs, cartoons for *Convoy Dispatch*? Call or write us at the TDU national office.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

TDU National Office: P.O. Box 10128, Detroit, MI 48210. (313) 842-2600.

TDU/PROD Washington Office: 2000 P St. NW, Room 612, Washington, DC 20036. (202) 785-3707.

TDU NY/NJ Office: YWCA Building, Room 620, 30 Third Ave., Brooklyn, NY 11217. (718) 834-0631.

Teamster Western-area Organizer: Doug Allan, P.O. Box 7445, La Verne, CA 91750 (714) 593-9791.

TDU Steering Committee

Co-Chairs:
Pete Camarata, #299
Joe Day, #170
Diana Kilmury, #213
Michael Savoir, #41

Organizer:
Ken Paff, #407

Trustees:
Sarah Bequette, (#600)
Mike Friedman, #407
Tom Pizzuto, #863

Members:
John Braxton, #623
Dan Campbell, #486
Sam Fenn, #63
Doak Jones, #70
Doug Mims, #728
Michael Ruscigno, #138
Gail Sullivan, #278

Alternates:
Don Landis, #773
Scott Askey, #63
J. Anthony Smith, #639

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1987 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch

Employers Oppose Strict Lab Standards

Congress Debates Harsh Drug-testing Law

The Senate has passed motor carrier drug-testing legislation, and a House committee is reviewing drug-testing laboratory standards. Both bills continue to work through Congress and are expected to undergo modification before becoming law.

The Senate drug-testing legislation, introduced by Sen. John C. Danforth (R-Mo.) as an amendment to the Air Passenger Protection Act, would require bus and truck drivers to submit to pre-employment, periodic and random drug tests. Drivers would have to submit to drug tests when "reasonable suspicion" of drug use exists and after fatal accidents. Discretionary testing would be allowed if an accident involved personal injury or significant property damage. The bill also leaves the door open for the Department of Transportation to administer a drug

test as part of the biennial physical for drivers.

In floor debate, Sen. Daniel K. Inouye (D-Hawaii) warned that the Senate bill may be unconstitutional.

The House did not vote on the drug-testing amendment to the airline bill. A House-Senate conference in the Public Works Committee will have to work out the differences between the two bills before the drug-testing amendment can become law. The DOT is expected to publish new drug-testing regulations of its own soon, but

would neither confirm nor deny that those regulations will require mandatory drug tests.

The laboratory standards bill is currently in a House committee and has not been voted on by either house of Congress. Its provisions require employer drug-testing laboratories to meet the same standards as federal drug-testing laboratories. The federal standards include a requirement that a second, confirmatory test be conducted at the same laboratory site as any initial test. They also require a

licensed forensic toxicologist to be present at any employer drug-testing lab at all times.

A source on Capitol Hill told *Convoy Dispatch* that, because employers oppose such strict standards, the bill may be "watered down" in committee. Thus, the requirement of on-site confirmatory testing may be dropped, as well as the personnel requirement of a forensic toxicologist. Both drug-testing labs and employers claim that the federal requirements make tests prohibitively expensive to perform.

Insurance Group Says Improve Vehicle Safety

DOT Proposes Licensing Rules

The Department of Transportation (DOT) held a public forum in Washington, D.C., on Jan. 19 to gather information for its proposed uniform testing and licensing standards for commercial drivers.

The DOT proposals require drivers to pass a written "knowledge" test, as well as a "driving skills" test in the type of vehicle for which they wish to be licensed. Additional knowledge and skills tests are required for drivers who operate specialized types of equipment, such as double or triple trailers, articulated buses, cargo tanks and vehicles carrying hazardous materials. The DOT recommends that currently licensed drivers with good driving records be exempt from taking the tests.

The DOT has not yet made a decision whether to adopt uniform regulations that must be implemented by all states, or whether to permit each state to author its own licensing program, which must then be approved by the DOT. According to the proposed regulations, states may use a

third party to administer a driving skills test. They may not issue a license until they confirm that only one license is held by any driver seeking to be licensed.

Representatives from the trucking and insurance industries, as well as state governments, attended the DOT hearing. Most speakers reacted favorably to the proposals; however, Donald Snyder, counsel to the American Insurance Association, pointed out that the new licensing requirements fail to address many important public safety issues: "We must continue to aggressively improve the quality of commercial drivers, but we must not ignore the vehicles that they drive,"

he said. "We may fail to improve safety if the high-caliber truck driver's vehicle doesn't respond properly to an emergency braking situation, or if he can't withstand economic pressures to violate hours of service regulations. DOT's reluctance to support legislation to address vehicle safety issues... could undermine the effectiveness of these regulations."

All commercial drivers must be licensed under the proposed new standards by April 1, 1992. Copies of the proposals may be obtained from the FHWA Office of Motor Carriers, 400 Seventh Street S.W., Room 3403, Washington, D.C. 20590, (202) 366-0665.

Judge Combines Jifflox Cases; NHTSA Recall Still Delayed

The Jifflox dolly saga continues. At last count, approximately 40 plaintiffs injured by the dollies had sued to recover damages in federal court cases nationwide. Now, a federal district judge for the Southern District of Ohio has ordered all of the separate cases to be consolidated into one in his courtroom in Columbus.

Steve Laudig, a TDU attorney from California who represents three Jifflox plaintiffs, explained why the cases have become consolidated. "It is cheaper for everyone because now all the discovery for the cases can take place in one area, rather than in 40 different ones. By keeping the costs down, the plaintiffs will get more money in the long run." Laudig added that the attorneys for Jifflox opposed Columbus, Ohio, attorney Michael Moore's motion to consolidate the cases, because "being involved in 40 separate cases makes it easier for Jifflox to hide, rather than being involved in just one."

Meanwhile, in Washington, D.C., the National Highway Traffic Safety Administration (NHTSA) still has not issued a decision to recall the killer dollies. "We are still examining the statistics, and waiting on the answers to additional requests for information that we submitted to four fleets in

December," said Richard Boyd, the official at NHTSA responsible for the Jifflox investigation. According to Boyd, however, Jifflox has actually been recalling the dollies on its own initiative, without informing NHTSA or acknowledging that they pose a safety hazard.

TDU initiated the recall as well as the lawsuits to force these dangerous devices to be made safe or eliminated. Drivers who have been injured should contact the TDU office.

TDU Fights For Firm Drug-Test Guidelines

There are several nagging questions regarding the drug-testing bills in Congress, and the answers will determine whether federal drug testing will be just a continuation of the nightmare freight Teamsters have gone through.

Guidelines should be established as to what constitutes "reasonable suspicion." Experience with the Master Freight testing has shown that their guideline of "probable suspicion" is too loose and usually a justification for random testing. Any proposed legislation should include testing only under "probable cause," which is a much stricter guideline.

Strict chain-of-possession procedures should be included to ensure that the integrity of samples are protected.

There has been no word on what nanogram level of THC (the active chemical in marijuana) will be used to constitute a positive reading. Any level under 100 nanograms would penalize drivers for past usage and probably passive inhalation.

Finally, if the laboratory standards bill is watered down because of employer complaints about the cost of drug testing, then confirmatory tests—such as gas chromatography/mass spectrometry, which are more accurate than the initial EMIT or other such test, will not be required. This would leave drivers dependent on a test that even the manufacturers claim is only 90% accurate.

TDU attorney Barbara Harvey has testified before congressional hearings and the TDU Washington office has worked with committee members to point out the possible dangers inherent in the drug-testing procedures. We will continue to monitor the situation.

CF Ignores DOT Rules

Consolidated Freightways seems to lack even a grasp of DOT regulations. At CF's breakbulk in Chicopee, Mass., a driver reported to the dispatcher with 69½ hours. But the company wasn't going to let a little regulation stand in the way of quick service. It forced the driver out, saying that if he didn't take the trip he would be marked as a voluntary quit. A few days later the driver received a letter for log violations. The angry driver mentioned something about going to the DOT and the company withdrew the letter.

Chicopee management also tried to force road men into work in the city. The drivers were instructed to log that time as non-driving time. Incredibly, they were also paying \$8 an hour for this time. They tried this a few years ago and were forced to give up back pay when the case went to the panel. Looks like CF is just having trouble getting good help these days.

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations — the Professional Drivers Council of TDU is here to help you. Contact us today at: PROD/TDU
2000 P Street NW
Room 612
Washington, DC 20036
(202) 785-3707



Freight Lines

Yellow Freight Management/Labor Cooperation a Dud in the Desert.

The Barstow, Calif., breakbulk has been the scene of Yellow Freight's experiment with management/labor cooperation meetings, or, "Article 20 meetings" as they're called in the desert. These meetings are sessions in which management tells the workers what they'll be doing to them, and the workers listen.

With communication being pretty much a one-way street, Yellow employees in Barstow have become more and more skeptical about the attempts at cooperation. At the last meeting, business agent John Deworken warned employees that he didn't want to hear any complaints or talk about grievances. Workers there were expected to sit and listen to the company's presentation.

The two-hour meeting wasn't exactly a love-in. Management said in no uncertain terms that they had to cut the time freight is in the breakbulk down to 16 hours, total, and presented their plan at accomplishing it. Yard and dock employees were upset over the possibility of a speed-up, but more upset over the fact that mismanagement is the main cause of freight being held up at the terminal. And what happens if management gets its act together and can accomplish a smoother flow of freight? Supervisors notified employees that if work happens to slow down, they would be expected to take company courtesy time off, if asked, and give up their eight-hour guarantee. Now that's cooperation.

Workers in Barstow have learned a lot about cooperation, but not the kind the company would like to see. A follow-up meeting was scheduled for the next week and both management and BA Deworken were upset because only one Teamster showed up.

Pocono CF Driver Wins Back Pay Over Faulty Drug Testing.

You'd think a company like CF would exercise some common sense in their dealings with employees. It doesn't. Take for example the story of an older driver with a good record working out of the Pocono breakbulk who was fired for heroin use. It didn't make any sense, yet CF claims the drug tests don't lie. They do.

Local 229 scored a big victory over false drug testing by winning \$14,000 in back pay for the fired driver and proving the so-called "experts" at DrugScan do make mistakes. The local invested a lot of time and money in the cause by using a new technique of drug screening that analyzes the chemical contents of a person's hair. Apparently, this testing technique is reliable and can also identify when any drug was taken.

We need better protection against false testing in the next agreement, and a lab with a better track record than the careless and shoddy work being done at DrugScan.

Carolina Freight in Atlanta — Only Saints Need Apply.

Carolina Freight in Atlanta has been using a heavy casual workforce for some time now. Local 728 finally decided to enforce the contract and force the company to hire some permanent help. The problem is that casuals who have worked at the terminal for as long as three years are being denied full-time positions because they don't meet Carolina's "qualifications." Instead, they're hiring off the street.

They've avoided hiring skilled and qualified help by giving polygraph tests to casuals who have been employed there and disqualifying them on the basis of failing the question, "Have you ever smoked marijuana?" Not, *are* you smoking marijuana, or *have* you smoked in the last year, but *ever*. Several of the disqualified workers

reported they, in fact, have never smoked marijuana, and yet they failed the polygraph test. Results of the polygraph tests are so notoriously inaccurate that Congress will likely soon pass a labor-backed law banning their use in pre-employment testing.

It seems as though casuals meet Carolina's qualifications as long as they're paid at the cut-rate scale, but suddenly fail when they're ready for full-time work.

Meanwhile in Atlanta...

Freight workers just can't seem to get enough of the TDU contract bulletins. After 1,500 were distributed throughout Local 728, TDUs had to request more. In fact, the recent election challenge against Weldon Mathis made hundreds of new contacts for TDUs in Georgia. A system has been worked out at major barns where bulletins will be delivered to key people who distribute them. The word in Atlanta is that freight Teamsters are dead set against any agreement that doesn't include preferential hiring and an end to the two-tier wage to protect Teamster jobs.

Getting the Word Out in Akron.

We're happy to report that TDU membership and support is on the upswing in Akron Local 24. This is a freight local with three major breakbulks (CF, PIE and Roadway). Yellow Freight is across the turnpike in Local 407.

Over 1,000 contract bulletins have been distributed at the four breakbulks, along with many copies of the union's Central States proposals, which were provided by TDU activists. One driver handing out the proposals was told that the document was just more of "TDU's crap." Upon checking with the local union, the brother found out that they were indeed the union's proposals, even if they did include proposals TDU has pushed for years. Once again, it shows that TDU not only affects what eventually gets in the contract, but that TDU gets out the information you need, fast. We hope the skeptical brother's membership card is in the mail. Akron-area Teamsters should check the meeting notices in this *Convoy* for information on a meeting in your area.

Roadway Moving Toward Computerized Dock in Chattanooga.

Roadway Express has eliminated time clocks and paper time cards in Chattanooga and other areas by introducing a credit card-like piece of plastic, which is inserted into a machine that automatically records the time at corporate headquarters in Akron. Clericals have expressed concern about possible job loss from the new technology, but it could also present further problems.

Now the company wants a signed record of your time and is forcing employees on the dock to sign their production cards. Nobody believes that this is merely a benevolent change in technology from the company that brought production harassment techniques to a high art form. They're understandably hesitant to sign anything to do with production for fear of possible Roadway frame-ups. Also, workers in Chattanooga fear they will have no verification on any pay or time disputes with the company.

The word is that changes are underway at Roadway, and the rest of the industry, to move to the use of hand-held computers on the dock and computerized reporting procedures for drivers. If you have any familiarity with the new technology, or if your terminal is experiencing any changes along these lines, give us a ring. We'd like to hear from you.

Carolinas

Yellow Mechanics' Unity Pays Off

It took over a year of patient pressure by members backing up their steward, but that has finally brought an end to illegal, excessive use of casual mechanics at the Yellow Freight garage in Charlotte, N.C.

The Carolina Supplement allows the use of some casuals on Saturday and Sunday to give more weekends off. However, Yellow capitalized on a mistake by Local 71 to allow the use of casuals on Friday and Monday as well. (A typographical error in our story on Carolina Yellow mechanics last month created the mistaken impression that casuals were used illegally Monday *through* Friday instead of Monday *and* Friday.)

Half of the 80 regular mechanics attended TDU-sponsored meetings in December to inform themselves and plan strategy. Following a letter of protest sent on the mechanics' behalf by attorney Woody Canett, the excess use of casuals was cut back to one shift and none were used during the week between Christmas and New Year. At a second meeting, the mechanics decided to pursue legal options.

A critical danger of Yellow's policy was revealed over the holidays, when several road rigs were sent out without a safety-lane check because of the shortage of mechanics. This endangers drivers and the public. Yellow has since agreed this will not be repeated.

Following the January meeting of the Carolina Bi-state Grievance Panel, Jim Raynor, Charlotte garage boss, announced that the use of casuals on Friday and Monday would be ended. Now, of course, Yellow needs to hire the qualified mechanics necessary to properly staff a terminal that has grown dramatically since mechanics were last hired.

Yellow mechanics will also be pursuing additional evidence to establish that Yellow is improperly subcontracting some bargaining unit work. Finally, all mechanics in the Carolinas need to make sure that contract language restricting the use of casuals is strengthened and that the two-tier pay scale, which encourages such abuse, is eliminated.

Employers Can Run But Can't Hide

Every cloud has a silver lining, and though changes of operations over the past few years have caused numerous hardships for the affected Teamsters, there's always a bright side.

That bright side is that TDU members have been transferring into several areas and organizing TDU where we didn't have organization in the past. A CF change two years ago built TDU chapters and organization in Jackson, Miss., and Orlando, Fla. TDUs who were transferred from Yellow Freight in Barstow are now building TDU in Stockton, Calif., Salt Lake City and Phoenix. The Roadway change a year and a half ago has resulted in growing TDU organization in other areas. And the recent Smith's and PIE changes should result in new TDU membership and activity in Omaha and several other areas.

It looks as though the companies can run but they can't hide from an educated and active rank and file.

Spread the Word

TDU will be publishing special freight contract bulletins to keep you informed as negotiations proceed. We are often the only reliable source of information, as the union tries to keep the members in the dark.

We need your help to distribute bulletins to as many freight Teamsters as possible. If you could use a bundle of each bulletin to distribute in your area, call or write the TDU national office, P.O. Box 10128, Detroit, Mich. 48210, (313) 842-2600.

Road Casuals Back Pay

Some Get Thousands; Some, Zero

The casual road driver rip-off is not quite over yet. For over two years, road casuals who were shorted on their mileage pay have waited through the grievance procedure, NLRB hearings, and, finally, through a legal settlement with the employers and the union.

Some road casuals have been reimbursed back to their first trip pulled, amounting to thousands of dollars of back pay. Others have received nothing. Still others haven't even filed, because they are unaware of their rights to back pay or are hesitant to file a claim for fear that the employer will retaliate by no longer using them.

The settlement reached between the employers and the union was apparently designed to hold down back-pay claims, which are well into the millions of dollars. First, the employers would only pay back to Aug. 22, 1986, if no grievance had been filed by the local or individual casuals prior to that date. Second, unless local officials pursued it, casuals had to individually ask for the back pay, thus setting them up for employer retaliation.

Even where requests have been made for back pay and conditions met under the settlement, some employers are still refusing to pay and some local unions have done nothing to collect the money owed. One driver, Tim Wisen, received a letter through his present local in Wyoming from his former Local 568 in Shreveport, La., which claimed the issue would "die on the vine." (See letter, page 2.)

It was TDU that first exposed this issue, including Southern Conference freight director Don West's sellout on it (CD #72, August 1987). It was TDU that took legal action to force the settlement and end the bogus "road casual rate" in the Southern and Eastern conferences. Employers were simply stealing 20% of the road casuals' wages by paying them 80% of scale with no authority under the contract. TDU is determined to eliminate all "two-tier" clauses and pay scales.

The TDU office has been busy helping drivers collect their back pay. This is no simple task. Following is a sample of comments and reports from Teamsters involved in this struggle throughout the East and South.

William McBride, CF, Local 891, Jackson, Miss.: "I received two checks from CF. The first covered back to Aug. 22, for \$4,500. I received a second check two weeks later for \$7,500. That check was for the dates covered by the grievance my local filed," McBride said.

McBride, who was involved in the TDU legal action, was surprised that other road drivers in the Eastern and Southern conferences had not received their pay. "Everyone in Jackson got what they had coming. They didn't give us any static about it." Furthermore, McBride said that CF only asked him to turn in his name, the first date the company hired him as a casual, and the date it first hired him as a regular employee. This was in contrast to other locals where employers told casuals they could not be paid unless they presented complete records for every trip they pulled as casuals.

Joe Neeley and Alan Wade, American Freight (Smith's), Local 515, Chattanooga, Tenn.: Neeley and Wade reported that they, along with several other casuals, received an initial check for mileage pay back to August 1986. Wade also received a check covering mileage back to his first trip pulled under the current contract. Local 515 had filed a grievance requesting back pay for casuals going back to April 1, 1985. Neeley said that "the payroll department said I would receive my second check by Jan. 28." Neeley and Wade were not required to provide records of the dates and trips they had pulled as casuals.

Doris Sanders, Roadway, Local 728, Atlanta, Ga.: Doris said she knows of a couple of casuals who were paid back to August 1986, but added, "We had to supply our own records." Doris also said she knows of another woman who got what she was owed by Yellow Freight, but not what she was owed by Roadway.

The situation in Atlanta Local 728 seems mixed. Doug Mims, CF driver in Local 728, reported that CF drivers were not as fortunate as their brothers and sisters at Yellow and Roadway. "No one from CF has been paid, not even back to August 1986," Mims said. A grievance was filed at CF before the Aug. 22 cut-off date entitling CF drivers to a full settlement.

While officials in locals 891 and 515 took care of the job, some others have been lackadaisical in getting the back pay.

Richard Maxfield, St. Johnsbury, Local 597, Barre, Vt.: "Our local filed a grievance asking for back pay to April 1, 1985. We have only been paid to Aug. 22, 1986. I am personally owed \$6,000. Myself and four others in the local are owed a total of \$25,000. Three of us are willing to take further legal action if necessary." Maxfield added that his BA, Ronald Robidoux, would be taking the issue up at grievance hearings in late January.

Jean Roland Nelson, Yellow Freight, Local 639, Washington, D.C.: In a different twist to the issue, Nelson reported that city drivers who accepted extra work on the road were paid at the casual rate. "City drivers who ran extra road trips out of Lancaster, Pa., have not been paid back even to Aug. 22, 1986. The company claims that

they have no records of who drives as casuals and that the drivers would have to provide that information. Everyone knows that Yellow is the most computerized of all the freight companies, so they must be lying," Nelson said.

Of course, this sorry story would not have occurred if the employers hadn't tried to steal money from road casuals and the union had enforced the contract immediately. We hope that the union has learned its lesson that casuals are entitled to full union membership and representation and that it will take care of the problem in the upcoming agreement. Herman Walker, a CF driver from Local 71, Charlotte, N.C., summed up the feelings of many drivers when he said, "I'd like to see this casual thing over and done with before we vote on the next contract."

How to Get Your Money

If you are a casual who hasn't received back pay owed to you, you should take the following steps:

1. Request your back pay in writing, or better yet, have your BA do it,

that's his job. Request it back to Aug. 22, 1986. That is the least that you are entitled to receive under the settlement.

2. Find out if your local filed a grievance for casual back pay prior to Aug. 22, 1986. If it did, you're entitled to back pay to April 1, 1985.

3. Don't be put off if the company claims they don't have records of who ran as casuals. Not only must the company keep records for tax purposes, they also are required to give the union access to any records needed to process a grievance. Furthermore, the company is contractually bound (Article 3, Section 2B) to send a monthly report to the local union of the number of casuals, their names, dates worked, and who they replaced. A 1985 TDU lawsuit secured the right of casuals to obtain this information.

4. Call the TDU offices in Detroit or Washington, D.C., if you have any questions or problems.

5. Join TDU today. We've been fighting for the rights of casuals for years and will continue the fight for real equality in the workplace.

The Plight of Casuals

Bill Brooke and Ray Corrie
Local 287, San Jose, Calif.

1. A casual must be at the hiring hall at 6 a.m. No telling what time he will be dispatched to a job. That is, if he is lucky enough to get one that day.
2. A casual must keep his mouth shut. He must not try to stick up for his rights under the contract, or the law, or he'll receive a "do not send" letter.
3. A casual has to worry and pray that he gets 80 hours a month with one company to have his Health and Welfare paid, which is almost an impossibility.
4. A casual cannot apply to buy a house for his family because he doesn't have a steady job, and under the present contract it is almost impossible to get a steady job.
5. A casual who tries to plan for the future finds that almost impossible to do under these working conditions.
6. Some people call casuals bums, some call them lazy. They are not either one. They are Brother and Sister Teamsters trying to earn a living.
7. Casuals are forced to work under substandard conditions, such as "replacement casuals," with less pay and no rights under the Master Freight Agreement.

Editor's note: Life as a casual is even worse in some locals. Some casuals do not have the privilege of a hiring hall and must "hustle" jobs. In many areas supplements, casuals do not have any Health and Welfare no matter how many hours they work.



Hold Employers to NMFA

continued from page 1

cept of a National Master Agreement. Transcon president and CEO Joe Hall said, "We are going for a 1988 contract that will be tough and fair. There will be no freeloaders [a reference to the Teamsters who did not join the ESOP]. This is Transcon's most important strategy for returning



Job Security

Angela Kircher
Roadway
Local 961, Denver

One issue that will go a long way toward providing job security is the contractual establishment of sign-in and sign-out sheets for all company drivers and brokers. The sheets would keep a real record of runarounds, insure that the correct dispatch procedure was followed, and make it easier for the union to curtail the use of rails and brokers. They would uphold our seniority rights, stop the company from using favoritism in their dispatch, and give the union stronger ground to stand on to make the company hire instead of using the excuse of overflow freight.

It's a simple demand. It won't cost the companies anything and it's an effective way for workers to keep the companies honest.

to profitability."

Transcon is proposing a separate agreement that would include a profit-sharing plan in return for a greater than 15% wage cut.

We Can Keep a Unified Agreement

We cannot allow ourselves to fall victim to "divide and conquer" or we will see the end of the unionized LTL trucking industry. We must stand together in demanding a national vote on a national agreement.

This is where we can make use of the employers' division. In bargaining primarily with TMI, we have to demand a contract that doesn't cater to the big corporations' desires to run the others out of business. The big carriers have all benefitted from the 70% clause, low-rate casuals, double breasting and use of the rails. These benefits have been at the expense of the smaller lines, which haven't hired new employees, don't work as many casuals and don't have the capital to create new subsidiaries.

It's the employers' greed, particularly at the big corporations, that has sunk the industry in the predicament it's in. These employers should pay to get out of it.

The union's strategy should be to negotiate a fair and equitable agreement with TMI. These companies are profitable and greatly expanding their market shares. Once agreement is reached with the TMI carriers, the union can inform other carriers that they are going to have to live up to a National Master Agreement or face the consequences—a selective strike against those who wish to break the pattern. We've come too far after 23 years of a national agreement to see it go down the drain with Teamster negotiating against Teamster. It's time for solidarity and a contract that will deal equally with all and protect our brothers and sisters at the smaller lines.

Innocent Until Proven Guilty

Dick Powell
Yellow Freight
Local 771, Lancaster, Pa.

Job security lately has been pretty much of a joke around here with the railing of freight and job combinations that are threatening lots of worker's jobs. I didn't have a lot of faith in gaining job security as long as we were dealing with the likes of TMI and Jackie Presser.

There does seem to be a light at the end of the tunnel with the International's proposal for a preferential hiring list. Job security goes further than that. Here in Lancaster we've experienced several firings and a grievance panel that just isn't getting the job done.

We need a true "innocent until proven guilty" clause and a grievance procedure that will protect us, the dues-paying members of this union, instead of handing the companies decision after decision on a golden platter. Job security can only go as far as your grievance procedure can protect you.



Innocent until proven guilty will go a long way to getting us that kind of protection.

Highlights of Union Demands

Top IBT officials met Dec. 16 to confer on the union negotiating proposals for the NMFA. TDU published these proposals for the rank and file in our Freight Contract Bulletin (Jan. 6, #2). For a copy of the bulletin, contact TDU. Following is a brief summary from that bulletin and demands submitted by the Western Conference, which were unavailable earlier.

On key areas, including double breasting, the use of brokers, and tiered wages, the union proposals state, "Proposal for further strengthening and improving being prepared by Legal Department."

However, a number of important proposals made by TDUs, concerned members and local officers have made it to the bargaining table. Especially in the supplements where, in many articles, TDU's exact proposals (see *Convoy Dispatch*, Nov./Dec. 1987) are on the table.

TDU organizing has paid off. Proposals have been made to end drug testing, stop the abuse of casuals, penalize the employers for railing freight, and provide more time off for road drivers.

One specific language change in the national proposals is very important: a preferential hiring list for Teamsters displaced by bankruptcies and closures of companies covered by the NMFA.

Western Conference Proposals

- Better requirements for hiring

casuals and union members.

- No discharges without two prior warning notices.

- Rehab for first-time drug/alcohol positive test.

- No forced OT or sixth dispatch. No OT when layoffs.

- Better protection in changes of operations.

- Six-month notice on terminal closures.

- Better work rules for breakbulk terminals.

- Specific guidelines to establish more road bids.

- Two-hour call blocks to avoid excess babysitting of phone.

- Axle weights provided to all drivers.

- Tighter protection of work and jobs for P & D, road, garage, office.

- Coordination of pension benefits to guarantee 30-and-out for all.

- Increase of supplemental pension contribution from 15 cents to 50 cents.

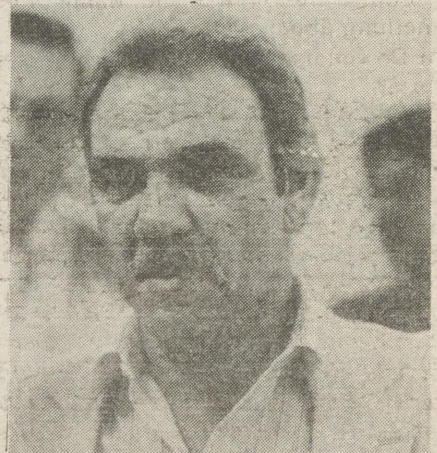
There is one major omission. Western Conference negotiators failed to demand an end to the permanent two-tier wage in the office supplement, the only *permanent* two-tier in a supplement. This discrimination must be corrected.

It is important to remember these are the union's demands. You, the rank and file member, already have had an impact on this year's bargaining. Now we must unite behind these demands or they'll never make it to the final agreement.

Preferential Hiring List

Jerry Nichols
Yellow Freight
Local 710, Chicago

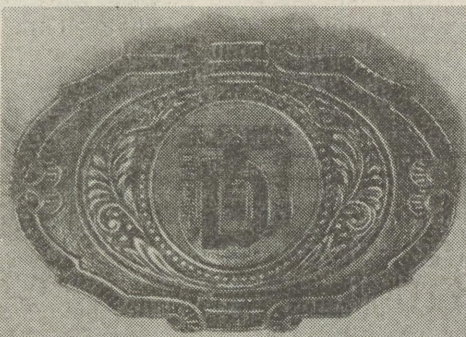
People here really understand the need for a preferential hiring list so when a company is hiring they'll hire Teamsters instead of the boss's cousin or someone off the street. A lot of companies have gone out of business in our area, and you hear companies crying about having a driver shortage. Why not hire those experienced Teamsters? Furthermore, any hiring should be done out of the union hall, that way people know it's the union who is protecting them and will appreciate what the union can do for you.



New TDU Belt Buckles!

Thanks to Bob James, a member of the High Desert TDU Chapter in California, we now have attractive TDU belt buckles available at a good price.

Two Styles available. The larger Style A, pictured at right, is 4" x 2 1/2". Style B, suitable for both men and women, is the smaller oval within the larger one, and is 2 1/2" x 1 3/4". Beautiful brass with TDU logo in red, blue and gold.



Please send me: _____ Style A at \$15 each _____ Style B at \$10 each.
(Price includes postage and handling.)

Total enclosed \$ _____ or

Mastercard/Visa # _____ Exp. date _____ / _____

Signature _____

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Return to: TDU, Box 10128, Detroit, MI 48210

The Steward's Corner-Please Post

Local 89 Chief Steward

Interview With UPSer Vince Meredith

Vincent Meredith has worked at UPS in Louisville, Ky., for 24 years and has been a chief steward and a strong advocate for the rank and file for most of that time. Prior to being a TDU member he was active in UPSurge. Vince and his fellow Louisville UPSer Ray Wilson are among TDU's best recruiters. In 1987 alone they recruited 80 new members. Over the years Vince has consistently challenged and outwitted the company in defense of his fellow brothers and sisters and the union. Part of his success may be attributed to his willingness to work hard, research his cases and be innovative. Vince and the Louisville UPSers first developed the idea of keeping daily log books for documentation. In the 1970s, Vince and other Louisville UPSers successfully used roving pickets to shut down UPS operations throughout the entire Commonwealth of Kentucky. But most of all, Vince has been successful and has put up with 20-some years of ringing phones, cold meals, interrupted family time and little sleep because he truly cares about people and his union. We asked him to share his thoughts with all of us.

CD: Vince, what is your approach to recruiting?

VM: The biggest thing is getting across TDU victories to them, such as getting peoples' pension benefits from Kroger, getting the UPS contract turned down. You can't go into battles and lose all the battles and expect to recruit more troops. I don't hesitate to tell the people that when the union starts representing people like it should there won't be any need for TDU. Hopefully, we'll go out of business soon, but it doesn't work that way, you know.

The way things are going right now, unions are on their way out. In 10 years we won't know unions as we do today unless we turn it around. The people on top are so big they think they don't need us. The employees make the union, but it's the officials in the union who are demoralizing the union members.

CD: We received a letter recently about a new program you're putting together to educate new hires about unionism and UPS.

VM: Right. Fred's (Stephens) been doing a pretty good job, but the company put the quietus on him. They stopped him from having any meetings in the building. I just feel that there's some type of NLRB violation there when you can't even talk to the people, when a steward—he's my alternate steward—can't even talk to the people about matters of safety and contractual provisions and things of that type, and about sticking together in order to have strength. They've even gone so far as to say no meetings in the parking lot, which we've had for 20 years. Fred told the center manager here, "You know we've won NLRB decisions in TDU on parking lot meetings." He said, "Well, you're going to have to win another one, because you're going to have to do it all over again." So they've got a hair up their butt somewhere.

CD: In your summertime parking lot meetings you talk about grievances, organizing and recruiting?

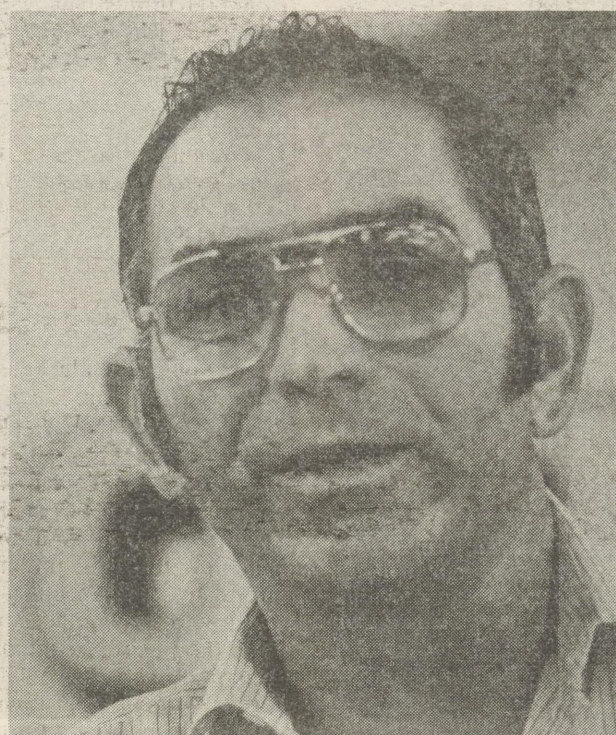
VM: That's where we've done our major TDU recruiting. We get the major message across and then of course we have to hit them one on one, you know. I want to get across to a man that if he wants to protect his future, he damn well better do something about it.

CD: Do you use **Convoy Dispatch** in your organizing efforts?

VM: Oh, yea, definitely, especially when there's good, positive information about victories that have been won, NLRB decisions, and so on. There's usually something that somebody will see and say, "Look what happened here in L.A. Look what these guys got done out there through the NLRB or through TDU's lawyers," whatever the case might be. Yea, it's very important. Without the **Dispatch** I don't think we'd have an organization.

CD: You have exceptional organization in Louisville. Over the years you've developed employee funds to supplement workers on sick leave, workers who have been laid off, fired...

VM: We've got a Termination Plan that pays a person \$250 a week when he's fired, up until the time that his discharge is upheld or he goes back to work. And we have the Sick Plan. We've had it implemented 22 or 23 years. It started as collecting 50 cents apiece when somebody'd be off. Then we got so big we couldn't handle the collections. What we do now is we've got these Sick Plan coupon books printed up January through December and each member gets one and there's an address on there where to mail the check.



CD: Do these plans help your organizing efforts?

VM: It adds to the success of unity and working together and being stronger. It definitely leads to organizing other things because people see that everything we've done has worked. We've got another plan we call the Health and Welfare Fund. If anybody's off over an extended time where the company quits paying, then we start making health and welfare payments.

One of the most important ones we have is the Employees' Fund. We collect just \$20 a year from each employee. It pays the stewards to attend the state panels. We don't feel like any steward should have to lose 12 days a year of his time to go process grievances, so it pays for his day's pay and gas.

CD: UPS managers are masters at on-the-job harassment, rarely giving a worker an opportunity to have witnesses present to verify a story.

VM: When a supervisor rides with a driver, a supervisor is going to say a lot of things that are very detrimental to him. Now what you do is keep those things in your mind and try to look at your watch. I want a supervisor to wear out his mouth so I can write it all down and document it for two or three or four days in a row, then maybe a week or two later. Let me give you an instance.

Bob Bowlds was fired several years ago in Paducah for overextending his lunch break. The NLRB took his case because he was a member of UPSurge. He claimed that because he passed out the UPSurge newspaper on the company property, in non-work areas and things, that the company fired him for that. He had written down all his break times and everything on the back of his driver's log. When he went to court in Owensboro, Ky., the judge made a ruling right there and said, "I will take this man's log book against the company supervisor's word any day, because why in the world a year or two years ago would he put this down, or how would he know to put it down."

Bob Bowlds was out of work for about two and a half, three years. He went to every court in the land and won every way. UPS took it all the way to the Supreme Court and lost and finally ended up having

to pay him about a quarter of a million dollars and put him back to work. He's working today. So you can see how important it is to document evidence daily as it comes up and not say, "Here, two or three months ago this guy called me an SOB," but say, "On Nov. 5 at 10:17 a.m., while the man was riding on my truck on Dixie Highway, he called me an SOB." That's what counts, to have it precise and to not have lines skipped in your log book so they can't say he went back and put this in later.

CD: What are your thoughts about the coming years at UPS?

VM: I think a lot is going to depend upon whether something is done by TDU to try to get full-timers and part-timers separate contracts. I think the way to go would be to go with a petition and I don't think there's anybody in the world can look a petition in the face with 99% of your full-time people, or 100%, whatever the case might be, signing a petition that they want a separate contract.

Probably the biggest thing we could achieve in TDU would be to get a one-on-one vote for Teamster officials. It would be our biggest chance nationally when they indict Presser and try to take over our union. We'll continue to have problems until we win the right to vote.

CD: Just so no one misunderstands your position on part-timers, there are TDUs and strong union members who are part-timers, too.

VM: Certainly, but their percentage is low. It's very hard to educate part-timers for the simple reason that many of them are not going to be there. They don't want to strike or even talk about a strike. They're my union brothers and sisters the same as anyone else, but there's no way that I, and I'm as strong union minded and TDU minded as anybody, but there's no way that I can feel that any part-timer should vote on my contract, nor should I vote on his, because we have different objectives. I'm not talking about hurting them, because the fact is if part-timers vote against a contract, if they go on strike, we're sure gonna honor their line. There are 3,700 part-time employees in Louisville. We campaigned hard on the contract and luckily got them to vote it down. I have no ill will toward part-timers. Of course, there are a few part-timers and full-timers I have ill will against. The no-good SOBs that kiss the company's butt.

CD: Vincent, you say you're going to retire in a few years?

VM: Three years, nine months and 23 days.

CD: Being a steward is hard, frustrating work. What advice would you give to someone who feels strongly about the union and wants to get involved?

VM: If you're talking about being a steward or whatever the case might be, I would say that they would have to elect enough stewards so that one person won't be hog-tied day and night. There's nobody in their right mind who would try to put in the hours that I put in. The only thing that keeps me going is the desire—I've always wanted to help people. I enjoy seeing something accomplished, which is quite often. And I love a good fight.

But if one person wanted to try, he better be damn-well dedicated and expect to have phone calls. And I would say be prepared with UPS to have a lot of work because you've constantly got problems. It just never stops. UPS never stops. They go to the panel, they're not gonna lose it. If they have to put the man back to work what have they lost? They fired a man, he's been off 30 days, doesn't get any back pay, so what does that do, that scares the other 150 employees into working a little harder. It's the same tactic that Hitler used. That's exactly what it is. And when I tell them this in a grievance meeting, their jaws get so jacked up they just don't know what to say, but they can't tell me to shut up because I can say anything I want to in a grievance meeting.

It's constant surveillance and knowing you're being watched every minute and that you're going to be punished for what you do. And that's exactly the same thing Hitler did.

UPS Settles With NLRB to Avoid Complaint

Contract Organizing Rights Upheld

The National Labor Relations Board (NLRB) has hit UPS management for a pattern of harassment and denial of rights involving employees who actively opposed the contract imposed last August by Jackie Presser and the company. A settlement has been reached in the case, which involves some 30 charges in 22 cities.

The charges filed by TDU cited UPS management for interfering with distribution of TDU contract bulletins, removing contract literature from bul-

letin boards, confiscating such materials from employees' lockers and automobiles, coercively polling employees on how they would vote on the contract, and other violations of the National Labor Relations Act (NLRA).

All violations were committed against Teamsters who campaigned for a "No" vote on the UPS contract, which was rejected nationwide by a majority 53%. A separate TDU legal action challenging the imposition of the contract by the IBT and UPS is now

in federal district court in Washington, D.C.

A Significant Victory

The NLRB found merit in 23 of the charges, covering 20 cities. In reaching a settlement with the NLRB, UPS avoided an admission or finding of guilt and will not be required to post notices nationwide. One of five variations of a notice to employees detailing their rights to distribute TDU literature and campaign against the contract at UPS will be posted at centers and hubs in the 20 cities. TDU attorney Julie Fosbinder said the settlement was a significant victory.

"The notices themselves are very good. They give a complete listing of Section 7 rights and they specifically recognize that employees' rights to distribute TDU materials and campaign against a contract are protected under the NLRA," she said. "The people who filed the charges are vindicated in that their fellow employees will know they were right in their actions."

TDU pursued these charges so UPS workers would know what their rights are at the workplace and to establish a record so that stiffer sanctions can be imposed against UPS upon future violations. TDU is appealing the settlement and calling for a national posting on the matter, covering all UPS facilities in the United States.

information on their policies for handling the contract campaign. Such information would have clearly supported our demands for a national posting."

Posting at the centers and hubs covered under the settlement will be delayed pending the appeal.

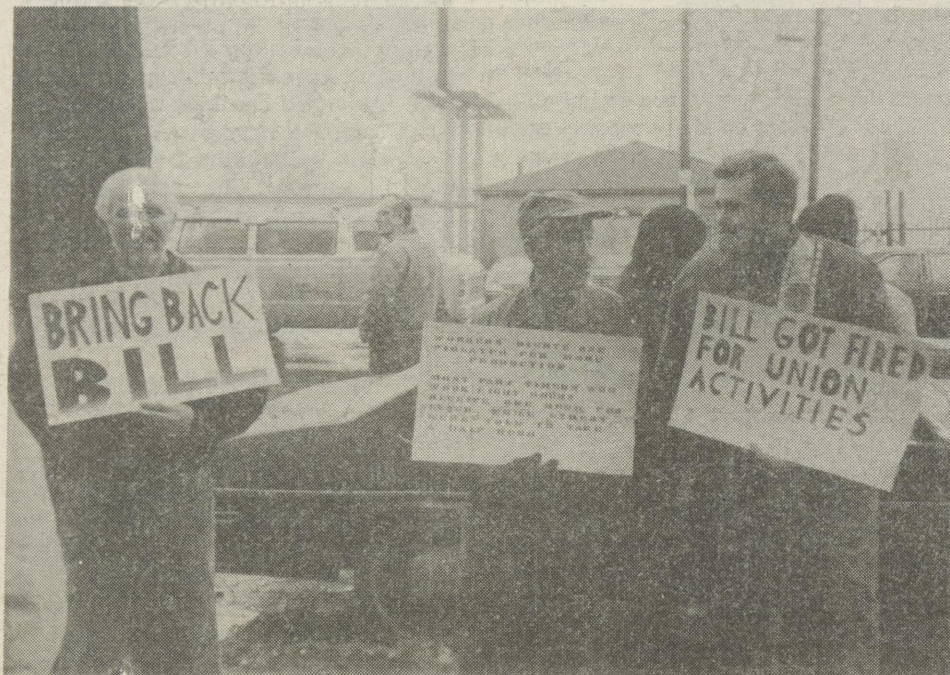
One of the UPSers who filed charges, Connie McArthur of Seattle, Wash., said, "When we had a UPS supervisor removing a sign from an employee's car in North Carolina and a male supervisor searching the women's locker room in Kent, Wash., it's just not good enough that the company can agree to post these notices without admitting any wrongdoing. I can see that the postings will be beneficial, but it's not enough."

"Best \$25 We Ever Spent"

Ron and Loretta Savary of Cocoa, Fla., who also filed charges, said, "We held our Cocoa TDU meeting recently and read the settlement. Everyone agreed that joining TDU was the best \$25 we ever spent. All of us have found TDU to be the driving force in protecting our rights and reminding us of the importance of strength and unity."

"This NLRB settlement should be an example to others that it is worth the time and effort. By UPS refusing to post notices in each and every center, they are violating your rights. Be heard. Join TDU, and your work environment will improve."

Section 7 of the NLRA protects the rights of employees to organize and engage "in concerted activities for the purpose of collective bargaining or other mutual aid or protection." If you believe UPS has violated your rights, call the TDU national office. We want to hear from you.



Teamsters demonstrate support for steward Bill Regan outside UPS building in Philadelphia.

Demand: 'Bring Back Bill'

Preloaders Organize in Philly

John Braxton
United Parcel Service
Local 623, Philadelphia

Part-time and full-time preloaders in Philadelphia have begun to organize in response to a series of contract violations by UPS management. Contract violations are nothing new at UPS, but preload manager Russ McPaul has brought this old practice to new depths by making up contract language at will.

During the Christmas peak season, McPaul ordered that part-timers who worked eight hours would get only a half-hour lunch break instead of the hour required by the contract.

The part-timers responded with grievances, but realized they wouldn't be settled until long after the peak season had passed, when the part-timers wouldn't be working eight hours anymore. So instead, about 20 got together and refused to work more than five hours the next night. UPS was suddenly short 60 man-hours and the part-timers' one-hour lunch was promptly restored.

However, some part-timers were still being told to take a half-hour lunch. They approached shop steward Bill Regan, who said the contract entitled them to a one-hour lunch. On their own, four of them decided to go ahead and take the full hour. After about 40 minutes they were ordered back to work, threatened with

discharges for a "work stoppage"! When they complied, UPS went to Regan, who was a full-time preloader, and fired him on the pretext that he had organized this so-called work stoppage. They then had supervisors concoct stories claiming Regan had admitted organizing the terrible 40-minute lunch.

Regan filed a grievance and a charge with the National Labor Relations Board, but many of the preloaders wanted to make a clear statement that they stood with Bill. We circulated a petition demanding that he be brought back to work with full back pay, and took up a collection to help his family out in the meantime.

On Monday, Jan. 18, about 50 preloaders, Delaware Valley TDU members and other labor activists lined up in front of the UPS building to protest Bill's firing. We handed out leaflets to customers, saying, "Stop the Harassment" and "Bring Back Bill." UPS scanned the area with video cameras and had guards and loss prevention supervisors out in force, but the intimidation tactics didn't scare anyone away.

Although Bill is still out of work until his panel hearing in February, we have shown to UPS and to ourselves that we can act together and that we can threaten UPS's good public image. We hope this will be just the beginning of our organizing to force UPS to treat us with dignity and respect.

Settlement Doesn't Go Far Enough

"Unfortunately, the settlement simply doesn't go far enough," Fosbinder said. "In spite of the glaring evidence that members provided which showed the violations were ordered by top UPS management, the board flatly refused to ask the company to turn over

UPS and Downs

Brown Dogs Unite! Lassie is Back.

The legendary *Brown Dog News* of Oakland, Calif., is back on the streets, vowing to get "The Scoop on All the Poop." Highlights of the first edition of the newsletter's sixth volume include the "Dear Lassie" advice column, predictions for 1988 and the "Puppy Poop" column: "The *Brown Dog* would like everyone to consider whether he or she is truly a brown dog or merely a puppy. If you skip your lunch and breaks, sign for or improperly release any packages, or in any other way violate the contractual agreements with UPS, you can consider yourself a puppy."

"A puppy needs a master, to tell it what to do and what to think. The master uses puppy treats, such as incentive pay, to train his pet. The master continually threatens to punish his pet, sometimes using a choke collar on the troublesome brown dogs. This is intended to keep the litter from straying or being corrupted."

Janesville, Wis., Driver Takes Action on Tire Safety.

It seems a Janesville center manager needs instruction on Article 18 and DOT safety regulations. Driver Tom Peacock had been writing up bad front tires on his package car since Thanksgiving when on Dec. 3 he had two near accidents because of poor tire tread and snowy conditions. Faced with snowy conditions and the same balding front tires the next week, Tom refused to drive the package car, citing Article 18. The manager angrily told him that the mechanic had measured the tire at 2/32 of an inch and that if he didn't take the vehicle he'd be fired. Tom followed his steward's instructions to take the package car out, but he called the Rock County Sheriff's Department during his break, asking them to send an officer for a tire check. DOT regulations specifically state that front tire tread must be at least 4/32 of an inch. The tires on Tom's vehicle were so bad that the deputy wrote UPS a citation just on visual inspection.

Southern Tank Haulers Unite!

Matlack Offers Song and Dance

Allen C. Hall
Matlack Driver

Local 270, Denham Springs, La.

Matlack Inc. and the officers of the Southern Conference of Teamsters held their initial contract negotiations Jan. 5. Matlack claimed its southern region is nearly broke and offered the same contract we were offered the first time three years ago.

I guess all the two-tier concessions,

double breasting, indulgent hiring of owner-operators and the building and remodeling of several new terminals didn't help business a bit. Of course, terminal managers and office personnel tell us profits have been good to excellent on a terminal by terminal basis. (We know of only one terminal in trouble.)

It boils down to tactics: 1. Offer less and the workers will settle for no

improvement in the first and second years of a contract (thus increase profits). 2. Offer some little improvement in the third year for anesthetic purposes and they'll take anything offered.

It's time for us to recognize these employer tactics and reject them. C'mon drivers, mechanics and general service workers, stand up for what we want, not what we think the corporation will give us! Fight with your vote and let's build support among other Teamsters. Our improvements will help them, too, at Chemical Leaman, Miller Transport and others.

And finally, fill out the TDU membership application in this paper and send it in. After all, we gave up more per week in the last contract than the \$30 it costs for a year's membership in TDU.

DOT Bestows UPS With Holiday Gift

UPS management has succeeded, over the union's objection, in getting the Department of Transportation (DOT) to make an exemption to the on-duty time limitation of 60 hours a week, during the period each year from Dec. 10 to Dec. 25. The exemption previously covered drivers who deliver merchandise from retail stores to consumers. Now it will also exempt drivers who "solely" deliver merchandise from catalog-type retailers to consumers within a 100-mile radius of the drivers' work-reporting location. Of course, few package car drivers deliver only retail-catalog packages to consumers, but UPS isn't going to bother about details when it comes to peak-season profits. Our question to the DOT is this: If safety dictates a 60-hour limit for drivers, what happens to safety in December when the roads in many areas are snow-covered or icy?

Local 41 UPSers Change Leadership

Michael Savvoir
Local 41, Kansas City, Mo.

Kansas City-area Teamsters are enjoying the fruits of their organizing efforts after the Dec. 23 mail referendum. The results of the referendum, which was supervised by the Department of Labor, proved conclusively that Local 41 members are indeed ready for a change.

The yearlong effort culminated in the election of the entire Dan Johnson slate. UPSers worked hard to oppose an incumbent vice-president and long-term, company-controlled business agent. Their efforts further assured a rank and file seat on the Local 41 executive board in the office of recording secretary, two rank and file BAs and numerous rank and file stewards and alternates.

The greatest victory, however, was in the personal dignity and pride that all UPSers shared in this campaign. We are hopeful that the new officers will chart a progressive course and that the rank and file will remain vigilant.



UPS: 'Hell on Wheels'

This illustration of a UPS supervisor—in Living Brown—accompanies an expose of life in the trenches at UPS in the January issue of *New England Monthly*. The article, "Hell on Wheels," by Jeremy Schlosberg, describes the pre-load shift at the Stratford, Conn., UPS hub, and the dehumanizing management practices that UPSers know so well. It contrasts the philosophy of founder Jim Casey with the monstrous reality of the daily grind.

Schlosberg's description is vividly accurate: "And there's the story of George, we'll call him, a hardworking but average UPS driver in Massachusetts who, during a particularly brutal OJS involving not only his supervisor but his supervisor's supervisor, stopped midway between the truck and the house on one stop, dropped his package and clipboard, sank to his knees, and put his hands on his head. George was having a nervous breakdown."

The publicity-shy UPS is finally getting its fair share of press coverage. Another inside look, "Signed, Sealed & Delivered," was published in the Nov. 25 issue of the *Worcester Maga-*

zine. Writer Matthew Maranz took a job on the two-shift to uncover the hidden truth within the labyrinth of conveyor belts. Again the conflict between policy and reality is revealed. Maranz quotes PR man Ken Sternad: "Our standards are set on what we consider to be an average work pace at average conditions." But, Maranz writes, "Union members, however, continue to draw comparisons between UPS and such historically difficult bosses as sweatshop owners, Nazis and medieval inquisitors."

Want to read the glossy side? Pick up the Jan. 18 issue of *Fortune Magazine*. As expected, the prose in "Big Changes at Big Brown" is admiring: "Workers, in turn, have almost a Japanese-like identification with the company." But it does offer insight into how UPS is going high-tech to match Federal Express and reveal some interesting financial facts about the company's profitability and the dangling carrot of management-owned stock.

Contact TDU for copies of these articles. (Non-members please enclose a donation.)

Short Takes

Presser trial delayed. Jackie Presser's trial on charges of racketeering and embezzling \$700,000 in union funds has been delayed again and will not begin on Feb. 15. Presser's attorney, John Climaco, contended to the federal court in Cleveland that Presser is too sick to stand trial. He is "recuperating" from cancer therapy and pneumonia.

A hearing will be held Feb. 2 in appeals court on Climaco's demand that the prosecution turn over more documents relating to Presser's role as a paid FBI informant for 10 years. Presser's defense claims that since he was working with the FBI while he paid criminals and relatives "ghost salaries" from union funds, he should not be punished for it.

Another hearing is set for Feb. 16 in Cleveland. The prosecution will demand an independent medical exam for Presser, who is claiming that he will be too ill to stand trial for six months. He has moved to Phoenix for health reasons.

Also on trial in the Presser case will be International vice president Harold Friedman and International representative Tony Hughes, both associates of Presser.

Cleveland TDUs in Local 507 have filed a separate lawsuit seeking restitution of over \$2 million to the union treasury as a result of the ghost employee scam. This case is postponed, too.

Minimum wage too high? There is a move in the Michigan legislature to lower the minimum wage from \$2.51 an hour to \$2.01 an hour for waiters and waitresses. No, this is not a misprint. The \$3.35 minimum wage allows states to make adjustments for tipped employees.

Lawmakers behind this idea say it would "attract more restaurants to Michigan." Auto corporations may be moving out, but we'll have a Big Boy on every corner.

TMI-IBT project gets welfare funds. To whom should the freight industry and the nation's largest union turn if they need a few bucks to foster mutual understanding and cooperation? Why, the federal government, who else. The January edition of the *International Teamster* announced that the Federal Mediation and Conciliation Service (FMCS) will dole out \$75,000 to the IBT and Trucking Management, Inc., to fund local conferences designed to build cooperation between "front-line supervisors and union shop stewards or business agents." The conferences will include workshops on how to create a labor-management committee. Presser says the "grant is verification that we are on the right track in making company stability and job security a reality."

Teamsters will be on the right track when they negotiate a strong NMFA, one that provides job security and regulates the industry by checking the greed of the major carriers.

Western H&W Costs Hurt Retirees

Doug Allan
Local 208

TDU Western-area Organizer

Our Western Conference of Teamsters Pension Fund Trust recently implemented a considerable increase in benefits. This increase is very helpful to those retirees who are old enough to receive Medicare, for if you are retired and on Medicare the Western Teamsters Welfare Trust (WTWT) covers the cost of health coverage that Medicare does not cover. But what about the thousands of Teamsters who because of health problems or the closing of companies have had to take early retirement?

As of January 1, 1988, retirees under the WTWT who are not eligible for Medicare must pay \$75 a month for their health coverage and an additional \$75 a month for their spouses' coverage. Thousands of Teamsters in the Western Conference who take early retirement are left with little to live on after the deduction of income tax and this \$150 health-care premium from their monthly pension checks.

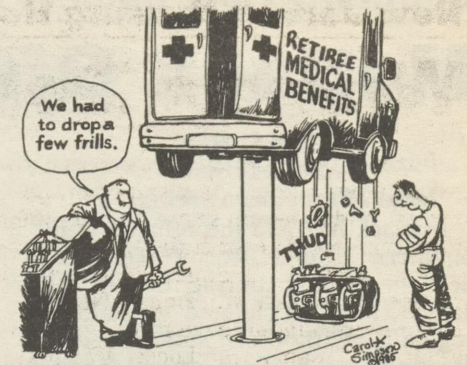
The Problem

The problem, according to the WTWT, is that the "1982-1985 collective bargaining agreement provided that \$34.60 of the monthly employer

contribution paid to the WTWT for each active employee could be applied by the board of trustees to pay for retirement benefits." In the 1985-88 collective bargaining agreement the same \$34.60 a month was allocated, an insufficient amount to satisfy the actual costs of the retiree plan.

Remedies

It seems clear to us that our negotiating committee for the National Master Freight Agreement should negotiate an increase into the WTWT and other welfare trust plans in the union. The allocation of \$34.60 a month for retiree benefit plans must be raised. *Members should write letters to their union negotiators and pass motions at their local union meetings to correct this increasing hardship on retirees.*



Over the years certain union officials in the West, from locals right up to International Reps like Leroy Nunes, have signed contracts taking more members out of the WTWT and into separate Health and Welfare plans. The result is that the WTWT has fewer active workers left to support retiree coverage. This is one more example of short-sighted or corrupt officials signing deals that rob our future retirement. It's time for this to stop.

Local 710 Pension Fund

30 and Out at \$2,000

The Local 710 Pension Fund recently implemented a \$2,000 a month benefit for UPS Teamsters with 30 years of contributions. The Local 710 Fund is also paying \$1,500 a month for 25-and-out at any age, and \$1,050 a month at age 60 with 20 years of contributions.

By comparison, the IBT's largest pension plan, Central States, pays only \$1,000 a month for 30-and-out, and it has no 25-and-out plan at all. The UPS agreement, which was negotiated before the NMFA, now sets the standard for employer contributions into the fund, providing a yearly 20-cents-an-hour increase in contributions to the benefit plans. The NMFA and many other contracts will follow this pattern.

Unlike Local 710, Central States has avoided announcing benefit increases since the UPS contract was implemented last summer. Central States is apparently waiting for Presser to come

up with a proposal on the National Master Freight Agreement. In the past, IBT leaders have announced pension increases at the same time as NMFA tentative agreements, mailing the announcements out together with the contract ballots.

The reality is that pension benefits are set by fund trustees, not by union officials or rank and file vote. The trustees can raise or reduce benefits any time they want, regardless of how we vote on the NMFA. Yet, our top officials have tried to trick us into thinking that a vote against a contract proposal is a vote against a pension increase.

UPS Teamsters in Local 710 (covering Illinois, and parts of Indiana and Iowa) can now retire after 30 years with \$2,000 a month. All Teamsters deserve a similar benefit. It's time for our pension-fund trustees to come up with this benefit, or else explain why they cannot.

Grocery News

Opening Volleys Fired in California Contract Battles.

The opening shots have been fired in a major Teamster battleground in 1988: the Northern California grocery contracts. Contracts covering thousands of Teamster drivers and warehouse workers expire in the next few months.

The contract between Fleming Foods and Local 70, covering the Fremont warehouse, expired last November. When the workers refused to take concessions, the company imposed a \$1.50 an hour wage cut. Rather than strike now and spread the picket line to Fleming warehouses in nearby Milpitas and Sacramento, the union has adopted a strategy of waiting until the Sacramento contract expires on March 31.

Fleming has come up with a thin excuse for concessions, citing an inferior agreement signed last year by Western Conference officials at Certified Grocers in Stockton. Certified had just moved there from the Los Angeles area, where wages are not up to the Northern California standard. Fleming is in no need of concessions, because they serve the vast majority of the Bay area wholesale market.

Two other major players—Safeway and Lucky Stores—are watching and waiting. They would certainly be expected to demand any concessions that Fleming can win.

The grocery battles in Northern California will affect Teamsters nationwide. Grocery employers everywhere are on a union-busting rampage. Our top IBT officials have no unified strategy to fight back, and are making no effort to win desperately needed national contracts and uniform standards. Highly profitable corporations demand, and sometimes get, concessions on wages, as they apply inhuman production systems to warehouse workers and subcontract out the drivers' jobs.

Northern California grocery Teamsters have some of the best contracts in the industry. For this reason, employers have made them a target, hoping to tear down their contracts, which set the standard for many others.

Various Bay area locals are meeting to coordinate strategy, which is a good start. The rank and file will also have to build unity, because companies are on a campaign to create divisions from one warehouse to the next.

As the need for solidarity grows, more Northern California grocery workers are joining TDU.

Organizing Meeting to Be Held in Los Angeles.

Recently, Los Angeles-area Teamsters at Certified Grocers, Albertson's and Lucky Stores have contacted TDU, and some have joined. With major regional grocery contracts expiring later this year, members want to be prepared and interest in TDU is increasing.

Billings Local 190 Workers Vote Down Concessions.

TDU is growing in Billings, Mont., Local 190. Drivers and warehouse workers there have voted down a concessionary contract proposal by the Ryan's division of Super Valu. "We're starting all over," said one warehouseman about the negotiations.

Management demanded that drivers switch to mileage pay from hourly pay, with no pay for loading and unloading. Super Valu wanted to expand the two-tier wage scale for new hires in the warehouse from 18 months to 3 years. The company also tried to get a one-year wage freeze for warehouse workers, with 10-, 15- and 30-cent increases in the final three years of the contract.

The Local 190 rank and file has united against management's attack. Wages are relatively good by area standards and the workers are ready to fight to protect them. "We know the company's making a hell of a profit," was how one of them put it.

You are invited
to the
1988 TDU
Rank and File Convention

The Convention will be held

October 22 and 23

Atlanta American Hotel

Atlanta, Georgia

We look forward to seeing you in Atlanta
next October. Plan now, and schedule the necessary
vacation time to be at this important event.

Details will appear in later issues of
Convoy Dispatch or contact the TDU national office
for more information.

New Jersey Nursing Home Workers

Women Demand Teamster Wages

Starting wages of \$3.55 an hour, no pension benefits, no medical coverage for dependents—these are conditions that few associate with the Teamsters Union. But in Orange, N.J., employees at the White House Nursing Home work under a contract negotiated by Teamsters Local 97 that provides substandard wages, benefits and few protections.

When the contract expired on Nov. 28, 1987, the primarily female workforce decided that this time they wanted an improvement in their standard of living. The Local 97 business agent negotiated a contract for wage increases of 35 cents, 25 cents and 25 cents in each successive year and that gave concessions on many other issues.

A ratification vote was scheduled for Dec. 2. Members called TDU for help and eventually decided to try to postpone the vote until the written proposals were distributed to all the workers for their review.

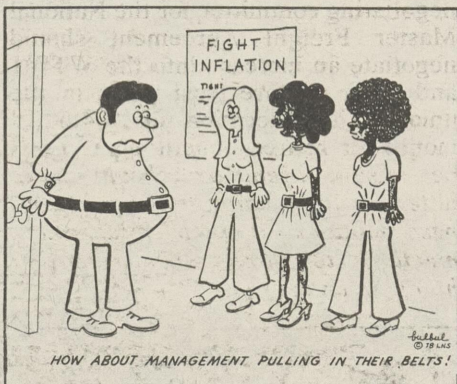
Members Postpone Contract Vote

At the meeting, members refused to vote on the contract they had not seen. The vote was postponed to Dec. 14 and the BA promised advance distribution of the proposals. As soon as the proposals were out, the workers reviewed them and, with TDU, drafted a leaflet comparing the old contract language with the new proposals. The language was far worse in each case. For example, the probationary period was extended from 120 calendar days to 120 working days; the number of hours a week needed to entitle a part-timer to union representation was raised from 20 to 25.

A committee of the women met with TDU staff, along with the Association

for Union Democracy Women's Project, and planned strategy for voting down the contract and negotiating one that would bring them into the 20th century.

Knowing that the employer would try to replace them if they struck, the workers decided to work from within while negotiations continued. They



distributed a petition notifying the union representative that they were not authorizing a strike by rejecting the contract proposal. Virtually all 50 employees in the bargaining unit signed the petition that was presented to the BA at the ratification meeting.

Contract Proposal Rejected

The language-comparison leaflet was given to the workers prior to the meeting so each could see for herself how the proposals would weaken their already substandard contract. The education and organization paid off. The contract was rejected by a vote of 43-4.

CCC National Carhaul News

continued from page 12

vote. The CCC proposals make precisely this request. If adopted by the IBT the bargaining power of our committee would immediately double.

Leaseway Transportation's Three Terminal Merger in Jessup, Md., came up at the January Eastern Conference Panel. The seniority lists of the previous NuCar, Anchor and Leaseway Motorcar terminals will be dovetailed. Leaseway's union buster, Bruce Jackson, had announced he was going to simply impose the NuCar local rider. But Local 557 quickly filed Labor Board charges over this failure to bargain. Negotiations over a new rider will now proceed.

It also turns out Jackson had been boasting to various BAs that the transition to a single terminal under a NuCar rider in **Selkirk, N.Y.** was going smoothly. But it takes more than boasts and a confrontational approach to move cars. Last month we reported on a series of mind-boggling management screw-ups there. Recent numbers reportedly confirm that Selkirk's new management has set records for low efficiency.

Anchor Drivers Beware of another brilliant money-saving move by some of Leaseway's management, who are recording that preventive maintenance jobs have been done, when they are, in fact, skipping them. To protect yourself from the consequences, do a very careful pre-trip inspection. Thanks to the mechanics who passed along this

Buoyed by this victory, the negotiating committee prepared a new list of demands to be presented to the employer. The new proposals eliminated all of the concessions agreed to by the union and called for a \$6 an hour starting wage and substantial wage and benefit increases.

After two more negotiating sessions, the employer agreed to remove the language changes, to provide a \$4.75 starting wage and to provide wage increases of 35 cents, 30 cents and 30 cents over three years.

Second Proposal Voted Down

The committee agreed to submit this proposal to the membership for a vote and it was rejected Jan. 13 by a vote of 29-10. Both management and union officials were amazed that their formerly passive workers refused to accept the proposal. At the next negotiating meeting they will call in a state mediator to resolve the issue.

The women are prepared. They are gathering data on wages paid to nursing home workers in their area and are educating themselves about their legal rights and options for actions to take short of a strike. They are building a feeling of strength and solidarity in a workforce that once lacked hope and confidence.

The next time someone says you can't get people to stick together because they're too afraid, tell them about the underpaid New Jersey nursing home women who fought Teamster and management officials for a living wage.

warning to the drivers.

NuCar in Norfolk, Va., is not only evading the contract but also NLRB and court decisions. Early in 1987, a federal court upheld an NLRB ruling that drivers hauling imports out of the port are properly in IBT jurisdiction, even though the UAW has long represented NuCar drivers hauling out of Ford's Norfolk pickup plant.

The port operation hauling Nissans is staffed by four members of IBT Local 822, who had followed the work from Baltimore Local 557 in 1984. The port work has expanded dramatically since Dixie closed its Norfolk terminal. But NuCar has not hired a single driver into the IBT operation. Instead, they are covering the traffic with UAW drivers, including over 20 hired since the Dixie closing. It's no wonder. New UAW hires earn 80% of scale, have forced weekend dispatch, and all backhauls are half-rate.

Although a grievance on this issue was on the Eastern Conference docket in January, it was not heard. Is anybody there in charge? Without an effective response from our union leaders, union busters like NuCar's Jackson are having a field day.

A special bulletin with more news and a summary of the union's bargaining demands will be out in early February. If you have news from your area now or in the future, call (718) 834-0631.

TDU Meets

Akron

Tuesday, Feb. 2
9:30 a.m. and 4:30 p.m.
Richfield Holiday Inn
Exit 11 off Ohio Turnpike
Akron, Ohio

Central Pennsylvania

Wednesday, Feb. 3
9:30 a.m. and 4:30 p.m.
Sheraton Inn York
York, Pa.

Charlotte

Sunday, Feb. 14
Time and location to be announced

Greensboro/Winston-Salem

Monday, Feb. 15
Time and location to be announced

Houston

Saturday, Feb. 20
2 p.m.
Best Western Intercontinental

Jacksonville

Saturday, Feb. 13
Time and location to be announced

Kansas City

Sunday, Feb. 21
Noon
Drury Inn
I-70 and Blue Ridge Cutoff
Kansas City, Mo.

Long Island

Sunday, Feb. 14
Noon
Muffins Restaurant
789 Conklin Avenue
6 blocks west of Rt. 110
Farmingdale, N.Y.

Nashville

Tuesday, Feb. 16
9:30 a.m. and 4:30 p.m.
Holiday Inn
Briley Pkwy. and Elmhill Pike

New Jersey

Sunday, Feb. 21
11 a.m.
Rutgers University
Labor/Management Center
Ryder's Lane, west of Rt. 1
North Brunswick, N.J.

New York City

Saturday, Feb. 13
10 a.m.
Location to be announced
Call (718) 834-0631 for more information

St. Louis

Saturday, Feb. 20
1 p.m.
Freight Contract Meeting
Finniger's Rose Room
8338 N. Broadway

San Diego

Saturday, Feb. 20
11 a.m.
2019 Greenfield Drive
El Cajon, Calif.

San Francisco

Saturday, Feb. 27
9 a.m.-noon
Topic: the NMFA
Potrero Hill Neighborhood Assn.
953 De Haro Street
San Francisco, Calif.

Seattle

Sunday, Jan. 31
10 a.m.-noon
Jefferson Park Recreation Center
3801 Beacon Ave. South

Shreveport

Sunday, Feb. 21
Time and location to be announced

Southern California

Sunday, Feb. 14
10 a.m.
Guirado Park Meeting Room
5760 Pioneer Blvd.
Whittier, Calif.

Wisconsin — UPS

Sunday, Feb. 21
1 p.m.
Dreamers
5143 South Packard Ave.
Cudahy, Wis.

Ryder Double-cross At Janesville

Ryder Systems wants to have it both ways when it comes to double-breasting. When it's to their advantage to say their carhaul subsidiaries are separate companies, they do that—like when they deduct 10% trip-lease charges from CCI owner-operators hauling out of other Ryder companies, or when they steal work from CCI Dearborn to run it cheaper through F.J. Boutell. Then they turn around and say all Ryder subsidiaries are the same when they can steal money that way.

Last year some JATCO drivers out of Local 579 in Janesville, Wis., were offered the choice of taking a layoff or going on running-mile pay. In the last two years the terminal has voted to approve several running-mile deals, but many senior drivers are red-circled.

When the drivers who took the layoff instead of the pay cut applied for unemployment, Ryder's James Ackley protested, saying they had been offered work at running-mile pay, or could have worked out of CCI in West Chicago. In light of Ryder's own statements that its subsidiaries are separate companies, the unemployment compensation was granted after several appeals.

F. J. Boutell Drivers Accept Cut Rate

Ryder Chips Away at Carhaul Contract

Carhaulers got a clear message Jan. 10 from Ryder Systems management: They will chip away at our contract piece by piece until it is an empty shell or until we mount a fight that will remind them that it is rank and file Teamster carhaulers who deliver the cars and produce the revenue.

For the last year, Ryder's F.J. Boutell operation has hauled the new Cadillac Allante in special closed rigs with sleeper-team drivers. Ryder received the Boutell nameplate in 1986 only after CCI drivers, who had been hauling all Cadillacs out of Detroit, twice turned down management's

demand that they haul this premium traffic at cut rate. However, the Boutell drivers also resisted management's pressure to vote in favor of a pay cut.

Although Detroit Local 299 business agent Charles Lee had assured carhaulers Jan. 4 that he would not put a substandard deal before the Boutell drivers for a vote, he did so Jan. 10. The deal was approved by a 16-12 vote. Under the deal the drivers will split running-mile pay of 41.75 cents a mile plus a 2.25-cent premium for sleeper-team operation.

That's bad, but there is a new and

dangerous wrinkle. The proposal reads, "...we may be able to obtain business on either the outbound to mix with the Allantes or return trips... thus create employment for the remaining F.J. Boutell drivers." This business they hope to obtain is presently being hauled by other Teamster members.

Because of a temporary sales downturn and to provide uninterrupted employment for about 10 drivers with relatively low seniority, a vote was taken to do the work of other drivers with higher seniority for less money. It was to end practices like this that

thousands fought to build this union.

At the January Local 299 carhaul meeting there was much discussion of how to fight this new attack. The contract and the IBT Constitution offer plenty of basis for Local 299 refusing to put this substandard proposal to a vote. If it was put to a vote, the group voting should have included CCI drivers since they are clearly "affected members."

It is, of course, possible that the International or the National Committee might order a vote, but why in the world should Charlie Lee volunteer to do their dirty work?

National Carhaul News

New Eastern Conference Carhaul Chairman. Morand Schmidt will soon be retiring from his long-held chairmanship of the Eastern Conference Carhaul Grievance Panel. Since we have not heard one positive comment about Schmidt from members or BAs in all his years of service we cannot be too sad. The new chair of the Carhaul Panel will be Charles Piscitello, an International Union Representative with a freight background. Several BAs have commented that Piscitello is reasonable and will listen. We hope that's true because we have a number of capable and honest BAs in the Eastern Conference who are qualified for the job.

Under our CCC proposals for change in our carhaul contract and its enforcement machinery, an election would be held to choose the chairman of the



grievance panels in each conference and nationally. It's too bad the International didn't take this opportunity to introduce some accountability into the negotiation and enforcement of our contract. Piscitello will have to answer to those above him who appointed him, rather than to those below him whose jobs depend on his performance.

Speaking of Elected Negotiating Committees, we read with great interest how the International Union had guaranteed the Northwest Airlines flight attendants who recently joined the IBT that they would have an elected national negotiating committee, which would have to approve any contract before it was sent out for a

continued on page 11

E & L Imposes Half-rate Pay On Chicago Hyundai Traffic

E&L Transport members of Detroit Local 299 are furious over a unilateral management move imposing half-rate pay on Hyundai traffic out of the Chicago rail head into Indiana and Ohio. Commercial Carriers had earlier floated a similar proposal, but dropped it after opposition from drivers.

E&L claims that imposing this deal without a vote is allowed under Article 61, Section 15, of the Central/Southern Supplement. But consider these facts:

1. Jack Cooper's Tom Ward, arguing for a "Yes" vote on the second offer in 1985, wrote, "All competitive two-ways must be approved by a vote of the membership."

2. Similarly, Harold Daniels, president of IBT Local 614, wrote, "Membership involved has the final vote on any new competitive or running-mile runs."

3. After denouncing "rabble-rousing TDUs," John Roy, head of IBT Local 498, wrote, "...approval by the affected membership on all new agree-

ments before implementation by the company."

4. On Aug. 20, 1985, a telegram to the IBT from a Detroit Local 299 driver asked, "Is there any provision in the Central/Southern Supplement proposal which will permit the imposition of competitive adjustments without a vote of the membership?" There was no answer from the IBT.

5. Article 22 in the national agreement, which explicitly requires membership votes on competitiveness, also explicitly supersedes any contrary provision of any supplement.

6. Even Article 61, Section 15, requires that the affected traffic be a strict diversion off rail. Does anyone seriously contend that Hyundai is going to divide its units among two rail heads in adjacent states?

If you, the union and management leaders of this industry, don't give E&L drivers a vote on this deal, we think you should ask yourselves this question: Why should rank and file carhaulers believe a word you say during negotiations and ratification of our new contract?

Local 70 Proposal: Raise Backhaul Additive

Northern California Local 70's December meeting had some good news and bad news. The good news was that, besides many good proposals from the floor, BA Ernie Freitas introduced a number of good ones. In particular, he proposed increasing the backhaul additive in the Western Conference to 1 cent per unit per mile. Right now backhauls pay a single extra cent per mile in the Western Conference. Also proposed was a one-year reduction in the service requirements for each vacation step, the addition of Martin Luther King's birthday, and increased compensation to stewards for time lost representing members.

Members also hope to see progress in raising conditions in Bay area locals to the highest standard. For example,

Local 70 members get Saturday overtime pay, But Local 490 members don't. Concern was also expressed about the takeover of rail loading at Milpitas by Freemark Co., which also has spread recently to Oakland.

Finally, the bad news. A recent change agreed to by just Freitas and some stewards has caused disruption that probably could have been avoided with broader consultation with the members. The radius within which loads pay straight hourly rate was increased by 25 miles. This switched a large number of Sacramento loads from the road board to the local board. This meant local drivers were hauling Sacramento loads while road drivers were pulling 20-milers.

"Help Us So We Can Help You"

— Jim Carothers
Detroit Local 299 Steward
Commercial Carriers, Inc.

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